

Leadership

Where Do I Fit In?

Federal Emerging Leader Development Course

8 March 2022

Leadership Is...

“Leadership is the ability to get a person to do what you want him to do, when you want it done, in a way you want it done, because he wants to do it.”

D. D. Eisenhower

“Leadership is the capacity to translate vision into reality.”

Warren Bennis

“Leadership is influencing – nothing more, nothing less.”

John Maxwell

“Any attempt to influence the behavior of an individual or group, regardless of the reason.”

Paul Hersey and Ken Blanchard

“... an observable activity; can be described and traced back to an activity; involves willing collaboration between leaders and followers; and is about our relationships with others.”

Center for Leadership Studies



A Leader Is...

“The only definition of a leader is a person who has followers.”

Peter Drucker

“As we look ahead into the next century, leaders will be those people who empower others.”

Bill Gates

“A person or thing that holds a dominant or superior position within its field, and is able to exercise a high degree of control or influence over others.”

www.businessdictionary.com

A leader is "a person who influences a group of people towards the achievement of a goal"

<http://www.vtaide.com/gleanings/leader.html>



Management Is...

“A set of processes that can keep a complicated system of people and technology running smoothly. The most important aspects of management include planning, budgeting, organizing, staffing, controlling, and problem solving.”

Leading Change, John P. Kotter

“Directing and controlling the activities of an organization.”

Random House College Dictionary

“Working with and through individuals and groups to accomplish organizational goals.”

Paul Hersey and Ken Blanchard

“The coordination and integration of all resources to accomplish specific results.”

Webster’s Dictionary



Leadership: Influencing behavior
of others to accomplish some goal

Effectiveness: Doing the “Right” thing

Management: Controlling and
integrating resources to accomplish
organizational goals

Efficiency: Doing things “Right”

Leadership

Does right things

Develops people

Feeling

How you do it

Synthesis

Driven by goals

Vision of mission

Heart

Commitment

Inspiration

Passion for life

Management

Does things right

Develops programs

Thinking

What you do

Analysis

Driven by constraints

View of mission

Head

Compliance

Involvement

Preserving life

Attributes

Character

Values
Empathy
Service Orientation
Discipline

Presence

Bearing
Confidence
Resilience
Interpersonal Tact

Intellect

Mental Agility
Sound Judgement
Innovation
Expertise

A quality or characteristic of a person

Who You Are



Competencies

Leads

Leads Others
Builds Trust
Extends Influence
Communicates

Develops

Esprit De Corps
Prepares Self
Develops Others
Steward Of Profession

Achieves

Gets Results

Observable and measurable knowledge, skills, and abilities that contribute to enhanced performance

What You Do



Leadership Theories

Explain how and why certain people become leaders

Leadership Theories

Trait Theories – Examine The Type Of Person That Makes A Good Leader.

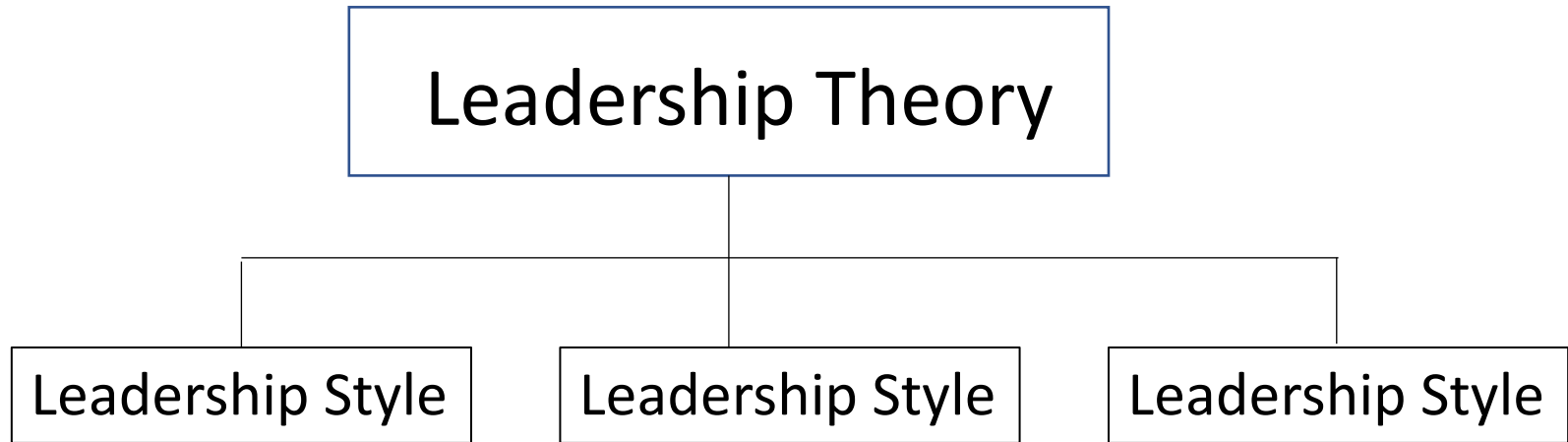
Behavioral Theories – Discuss What Good Leaders Do.

Contingency Theories – Focus On How The Situation Influences Leadership.

Power And Influence Theories – Look At The Source Of The Leader's Power.

Transformational Theory – Survey How To Stimulate, Transform, And Use The Values, Beliefs, And Needs Of Followers To Accomplish Tasks.

Path-Goal Theory – Encourage Leaders To Adapt Leadership Styles To Each Team Member's Unique Needs.



Leadership styles are classifications of how a person behaves while leading a group.

Leadership Styles

1. Autocratic Leadership
2. Bureaucratic Leadership
3. Charismatic Leadership
4. Coaching Leadership
5. Democratic Leadership
6. Directing Leadership
7. Hands Off Leadership
8. Laissez-Faire Leadership
9. Pacesetter Leadership
10. Participative Leadership
11. Paternal and Maternal Leadership
12. Servant Leadership
13. Situational Leadership
14. Strategic Leadership
15. Transactional Leadership
16. Transformational Leadership
17. Visionary Leadership



Questions ?